

DIA

S-5
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(response to
Staffing Task)

Critical Skill Shortages and Retention

8. What is the impact of preemployment processing requirements on your hiring program, especially for critical skill occupations? Consider such matters as extended processing time, security and medical processing requirements, delay in offer of employment, etc.

Preemployment processing requirements impact on hiring in a number of ways: individuals who want or need employment immediately do not apply for consideration or quickly withdraw; some individuals who are well qualified are processed for employment and subsequently "fail" security which then means that a new recruitment effort must be initiated to identify another candidate; individuals once cleared for hire by security decline because they have found something else in the meantime. More candidates have to be developed and processed for possible employment than would be necessary in a non-security environment and managers must often face a significant gap between an individual leaving and a replacement arriving when the primary source of candidates is external to the Agency.